

**Successor Agreement**  
**Between**  
**Atomic Trades and Labor Council, AFL-CIO**  
**And**  
**URS | CH2M Oak Ridge, LLC**  
**Oak Ridge National Laboratory (ORNL) Oak Ridge, TN**

In recognition of the Department of Energy awarding the Environmental Management Contract for facility surveillance, maintenance and waste management of certain facilities at ORNL Oak Ridge, TN, the parties agree to enter into the following agreement:

Effective August 1, 2011 the parties, Atomic Trades and Labor Council (ATLC) and URS | CH2M Oak Ridge, LLC (herein after referred to as the Union and the Employer respectively) enter into this successor agreement at ORNL Oak Ridge, TN. The Employer replaces Bechtel Jacobs Company, LLC (BJC) in its entirety. The parties hereby recognize the terms, conditions and duration for designated work under the current collective bargaining agreement at ORNL.

Eligible ATLC/BJC bargaining unit employees currently working on impacted projects will be transitioned to the new Employer in seniority order and will be given credit for their Seniority and Company Service with the former employer (BJC). The total package of Benefits provided by the Employer will be comparable to those currently provided. The transition period is expected to be complete by August 1, 2011 unless extended by the Employer.

The parties further agree that there will be no lockouts or strikes during the term of this agreement and to work together in good faith.

The Union recognizes that the Employer may subcontract the management of certain project (s) as may be determined by the Employer.

IN WITNESS WHEREOF, each of the parties has caused this successor Contract agreement to be signed by its duly authorized representatives on June 28, 2011.

ATOMIC TRADES AND LABOR COUNCIL

URS | CH2M Oak Ridge, LLC

AFL-CIO and its affiliated unions

Steve Jones  
Carl Wright

Domino J. Sansotta  
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